



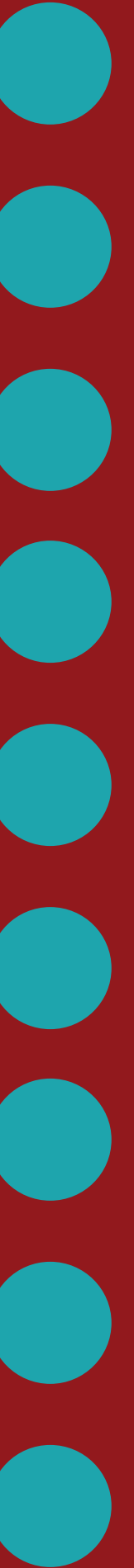
ROSEVILLE AREA SCHOOLS

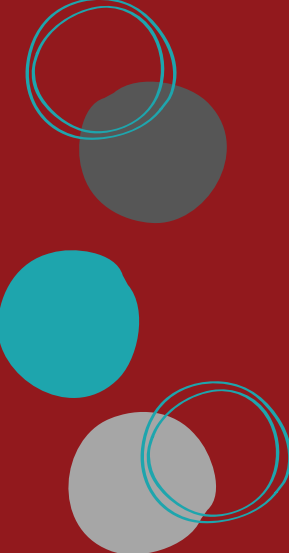
Alternative Teacher Professional Pay System (ATPPS) Annual Report

June 24, 2025

Agenda

- Overview
- Feedback
- Impact
- Effectiveness
- Improvements & Recommendations





What is ATPPS?

ATPPS is a voluntary program that allows local districts and teachers unions to work together and agree on a plan that meets four components of the law:

- Career Advancement Options
- Job-embedded Professional Development
- Teacher Development & Evaluation (TDE)
- Performance Pay & Reformed Salary Schedule



Why do we report?

Required by statute

- Implementation
- Effectiveness
- Annual recommendations to the board

Continuous improvement



ATPPS

Focus

- Implementing Professional Learning Communities (PLCs) with fidelity
- Elementary & Secondary focus: PLC Questions 1 & 2

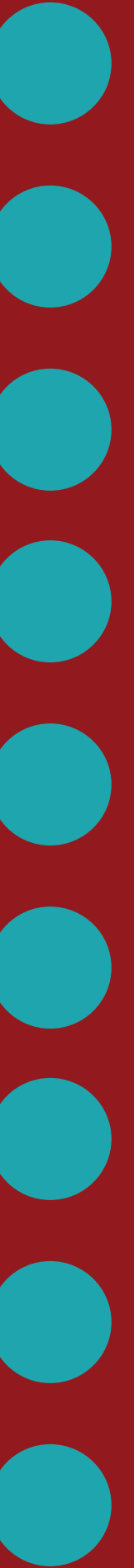


PLC Questions

- **Question #1:** What do we want all students to know and be able to do?
- **Question #2:** How will we know if they learn it?
- **Question #3:** How will we respond when some students do not learn it?
- **Question #4:** How will we extend the learning for students who have demonstrated proficiency?

Implementation & Effectiveness: How do we know?

- End-of-year staff survey
- Site program review
- Student outcomes

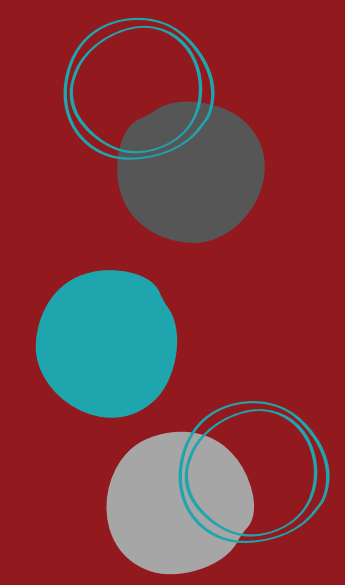




Professional Development

Lead Teachers:

- **Coaching for Equity**
 - Led by the Office of Educational Equity
- **PreK-6: Literacy**
 - Brandon Button & Delon Smith
- **K-8 Assessment & Data Literacy**
 - Sheila McCormick & Maureen Foreman
- **Grading for Equity 7-12**
 - Jake Von De Linde & Chris Hester



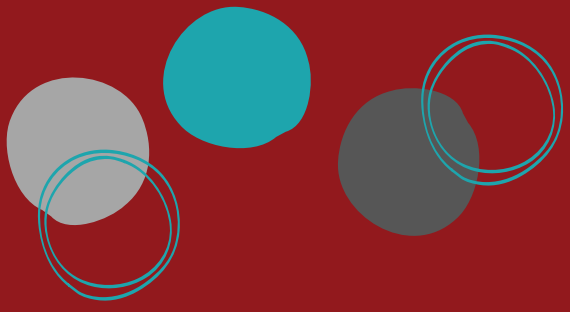
Feedback

ATPPS Teacher Survey: Collaborative Teams

- In my collaborative team, we regularly use discussions or other assessment tools to score student formative/common formative assessments when applicable | **90% Agree/Strongly Agree**
- As a collaborative team, we regularly (at least monthly) analyze data from student formative/common formative assessments. | **88% Agree/Strongly Agree**
- As a collaborative team, we regularly (at least monthly) assess student work samples to improve instructional practices. | **83% Agree/Strongly Agree**

ATPPS Teacher Survey: Lead Teachers

- My lead teacher/PLC coach helps build capacity within the team to engage in collaborative coaching. | **84% Agree/Strongly Agree**
- My lead teacher/PLC coach builds a relationship with team members to understand their needs and to create an **inclusive environment**. | **88% Agree/Strongly Agree**
- My lead teacher/PLC coach supports my PLC as a priority in the building. | **84% Agree/Strongly Agree**



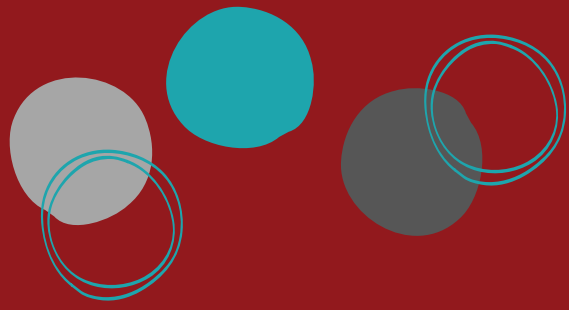
Lead Teachers

**What was
most
valuable
about the
support you
received?**

- Accessibility & Responsiveness
- Data Literacy & Intervention Planning
- Constructive Feedback Coaching
- Encouragement, Positivity & Emotional Support
- Resource & Strategy Sharing

ATPPS Teacher Survey: Principal/Supervisor

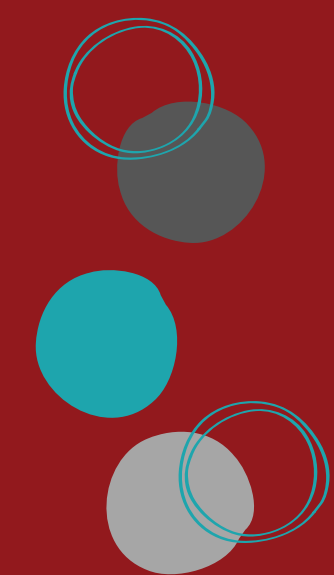
- My principal/supervisor has high expectations for teachers and teams to improve their practice and cultural responsiveness. | **96% Agree/Strongly Agree**
- My principal/supervisor takes an active role in cultivating a safe environment (vulnerability, trust) where teachers share collective responsibility for equitable student and teacher growth. | **84% Agree/Strongly Agree**
- My principal/supervisor consistently provide support for team members. | **83% Agree/Strongly Agree**



*Principal/
Supervisor*

**What was
most
valuable
about the
support you
received?**

- Trust & Autonomy
- Active Listening & Responsiveness
- Constructive & Actionable Feedback
- Clear Communication & Follow-Through
- Equity Focused Leadership



Impact

Impact of PLCs on Professional Growth

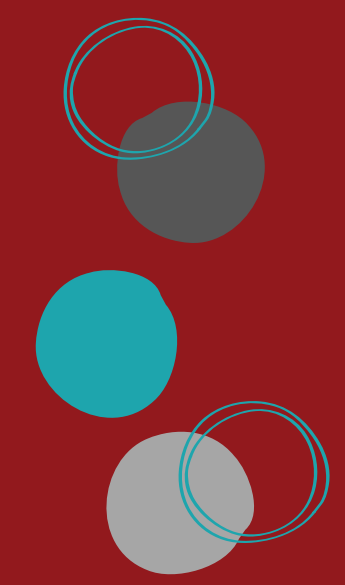
To what extent did each of these processes and activities impact your professional growth?

- Analyzing data to make decisions on instructional strategies | **97% Report Positive Impact**
- Developing and monitoring SMART goals and having a clear plan to achieve them | **90% Report Positive Impact**
- Maintaining a collective responsibility for all students' learning that is grounded in equity | **98% Report Positive Impact**

Impact of PLCs on Student Outcomes

To what extent did each of these processes and activities impact student learning outcomes?

- Analyzing data to make decisions on instructional strategies | **97% Report Positive Impact**
- Developing and monitoring SMART goals and having a clear plan to achieve them | **90% Report Positive Impact**
- Maintaining a collective responsibility for all students' learning that is grounded in equity | **98% Report Positive Impact**



Effectiveness

Effectiveness | Student Achievement

Team Goals

- 71% of Roseville staff met their team goal for 2024-2025
- Previous years in Roseville Area Schools
 - 75% in 2023-2024
 - 79% in 2022-2023
 - 80% in 2021-2022
 - 74% in 2020-2021
 - No data in 2019-2020
 - 84% in 2018-2019
 - 85% in 2017-2018



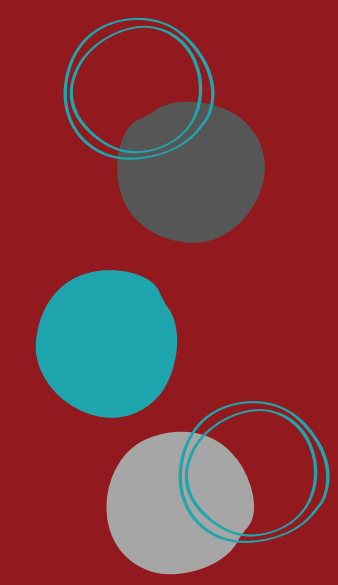
Site Goals

Sites that met their goal

- Roseville Area High School
- Fairview Alternative High School
- Parkview Center School
- Early Childhood Special Education

Historical Roseville Area Schools Data

- 4 of 12 sites met their 2024-2025 site goal
- 3 of 12 sites met their 2023-2024 site goal
- 5 of 12 sites met their 2022-2023 site goal
- 3 of 12 sites met their 2021-2022 site goal



Improvement & Recommendations



Areas for Improvement

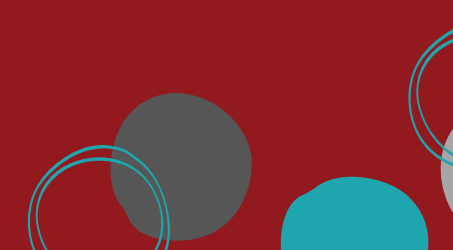
Based on site program reviews and surveys:

- Strengthening team norms
- Time for lead teachers to analyze data and coach
- Support with goal writing and action plans



Recommendations

Provide professional development for lead teachers and principals that deepens learning from our *Coaching for Equity* book study and applies that learning to our new Teacher Development and Evaluation System

- Continued time for data and assessment literacy training, as we roll out a new Data System (eduCLIMBER)
 - Time to focus on equitable grading practices implementation at the secondary level
 - Literacy focus at the elementary level (ELA implementation with continued LETRS training)
 - PLC Questions 1 and 2 at elementary and secondary
- 



Discussion & Questions

